

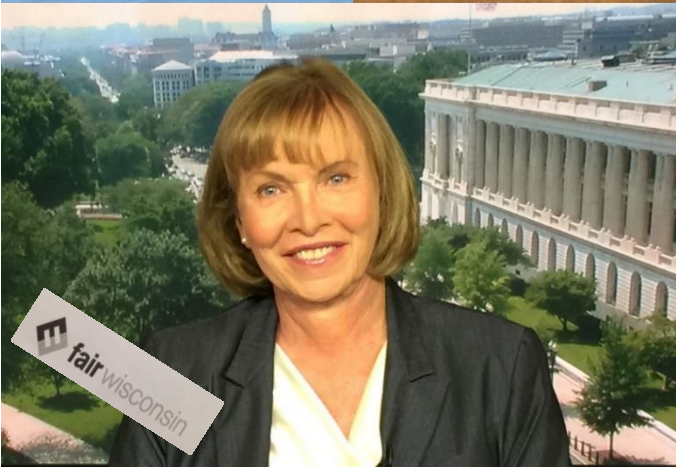


COL Sheri A. Swokowski (Ret)

***Dir, Manpower & Personnel,
WI Natl Guard (2003-2004)***

***Regional HR Dir, US Forest
Service (2010-2013)***

Equality Advocate



My Personal Journey



***White House Pride Reception
June 2015***



***Sec of Defense Ashton Carter with Transgender Service Members
Pentagon - 2016***

Transgender 101

- **Definition:** *When an individual's sense of self is different than what MD declared based on anatomy.*
- **Causation:** *Prenatal, biological events during last weeks of 1st trimester determine an individual's sense of gender.*
- **Trans Woman:** *Assigned male at birth; uses estrogen and anti-androgens. Some have surgery. Pronouns: She/Her/Hers*
- **Trans Man:** *Assigned female at birth; uses testosterone. Some have surgery. Pronouns: He/Him/His*
- **Population:** *US 1.4M adults (1.5%), 44.6M worldwide*
 - *Military: ~14,000 - (67 Trans per 10,000 SM)*
 - *Veterans: 134,000*

Transgender Statistics

- ***Living in Poverty*** (<\$10k/year): 29%
(National avg is 14%)
- ***Unemployment***
 - *3X of general population*
 - *4X for African American*
 - *7X for Middle East*
 - *Trans indivs w/grad degrees are double the national average*
- ***Violence:*** 2017: 26 Trans indivs murdered (US) for simply being authentic (2018: 18)

Transgender Discrimination

Transgender Students

- *77% harassed in school*
- *34% physically harmed*
- *13% sexually assaulted*
- *51% contemplate suicide
(by the age of 18)*

Transgender Adults

- *46% harassed at work*
- *47% physically harmed
or sexually assaulted*
- *40% attempted suicide
(at least once in their life)*

How to be an Ally

- *Be informed & supportive, unconditionally*
- *Recognize Trans as a medical condition*
- *Use appropriate language and pronouns*
- *Don't assume you know the individuals experience, or orientation*
- *Don't let derogatory statements pass*
 - *Fact based discussions vs opinions*
 - *Capabilities vs "rights"*

Leadership Perspectives

What I Learned

- *Accepting authenticity is never easy*
- *Each journey is unique*
- ***You must be best person for yourself before you can be best person for others***
- *Develop a strategic plan*
- ***A new definition of family***
- *Take charge of your health care*
- *Authenticity is worth it*
- ***Obligation to help others***

Leadership Perspectives

- *Values: Honesty, integrity, courage, selfless service, loyalty, duty, respect.*
- *“Culture & moral leadership beats strategy all day long.” – Austin Ramirez, CEO, HUSCO*
- *Obligation to every employee*
- *Servant leadership*
- *Leadership requires fact based debate*
 - *Desire to learn / understand*
 - *Realization their idea/position may be flawed*

Leadership Perspectives (2)

- *Diverse groups (gender, race, experiences, thought processes, differently abled) are better problem solvers.*
- *Divergent thinkers may be best at solving issues; convergent thinkers may be best at managing implementation processes.*

Leaders Embodied



CPL John A. Swokowski, Camp Blanding, FL, 1944



"Let me also speak directly to the transgender community itself.

**... WE SEE YOU, WE
STAND WITH YOU,
AND WE WILL DO
EVERYTHING WE CAN
TO PROTECT YOU
GOING FORWARD.**

Please know that history is on your side."

– Loretta Lynch,

Attorney General of the United States,
regarding filing a lawsuit against
North Carolina's discriminatory HB2



HUMAN
RIGHTS
CAMPAIGN®



Honorable Eric K. Fanning, Secretary of the Army (2016-2017)



Ms. Amanda R. Simpson

***Former Deputy Assistant Secretary
of Defense for Operational Energy***

***Vice President – Research and
Technology; Airbus Americas***



***Army Rangers:
CPT Kristen Griest, MAJ Lisa Jaster, 1LT Shaye Haver (2015)***



Infantry Officer Basic Course – Ft Benning, GA – October 2016



First US Army Enlisted Female Infantry Soldiers, Ft Benning, GA; May 2017



Sarah McBride
National Press Secretary
Human Right Campaign
Author: Tomorrow Will Be Better



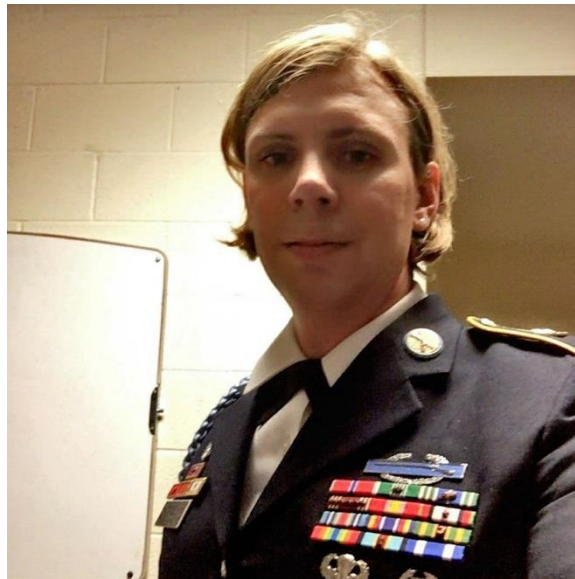
Honorable Ashton Carter – Secretary of Defense



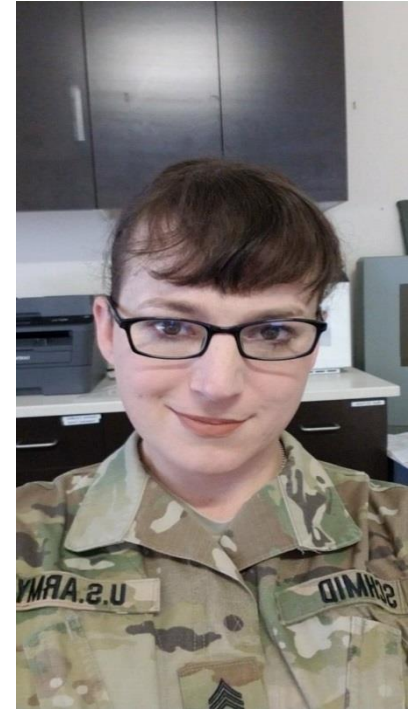
***CW3 Lindsey Muller
Attack Pilot - Korea***



***MAJ (Dr) Jamie Henry
NMMC, Wash, DC***



***SSG Patricia King
Infantry - JBLM***



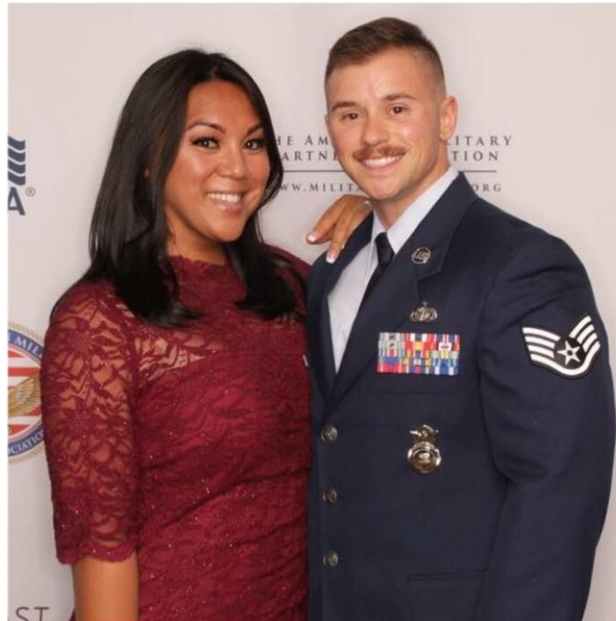
***SSG Catherine Schmid
Intel Analyst - JBLM***



***A1C Sterling Crutcher
Munitions Tech - Qatar***



***CPT Evelyn Rhyndance
Special Ops***



***CPL (R) Laila & SSG Logan Ireland
Security Forces – Peterson AFB, CO***



***SSG Ken Ochoa
Drill Sergeant - FJSC***



***Trans Vets/Service Members
December 2017, Capitol Hill***



PENTAGON LIFTS BAN ON TRANSGENDER SERVICE MEMBERS



PENTAGON LIFTS ITS BAN ON TRANSGENDER SERVICE MEMBERS

4:35PM PT



Questions



Backup Slides

Way Ahead - Update



Fair Wisconsin

Friday at 6:47 PM · 🌐

A great piece by our very own Sheri Swokowski, Vice-chair of Fair Wisconsin Education Fund

https://www.washingtonpost.com/posteverything/wp/2017/04/21/trumps-anti-lgbt-army-secretary-nominee-thinks-veterans-like-me-have-a-disease/?utm_term=.20114135d7c3



Perspective | Trump's anti-LGBT Army secretary nominee thinks veterans like me have 'a disease'

[washingtonpost.com](https://www.washingtonpost.com)